

LOYALTY SCHEME PAYMENT

PURPOSE

This policy is to provide guidance and support in applying Council's Loyalty Scheme Payment to eligible employees in recognition of their loyalty in relation to the length of their employment with the Shire of Quairading.

POLICY

1. The Loyalty Scheme Payment, as provided for in the Budget is to be paid to all permanent employees whether full time or part time, except;
 - The Chief Executive Officer and other fixed term contracted staff;
 - Trainees and all Casual staff regardless of duration of employment subject to any necessary phasing in arrangements for existing permanent staff at date of adoption.
2. The Loyalty Scheme Payment is paid pro-rata according to full-time employment equivalent.
3. The Loyalty Scheme Payment is not payable during an employee's contractual probationary period.
4. Should a staff member be re-employed after termination, the Years of Service shall restart from the new employment start date.
5. The amount of Loyalty Scheme Payment reduces pro-rata for hours of Leave Without Pay taken.
6. The amounts, are to paid fortnightly in the employee's pay (in addition to gross salary) as per below:

1 st Year of Service	\$10.00 per week
2 nd Year of Service	\$20.00 per week
3 rd Year of Service	\$30.00 per week
4 th Year of Service	\$40.00 per week
5 th Year of Service and thereafter	\$50.00 per week

STATUTORY ENVIRONMENT

- Local Government Act 1995
- Local Government (Financial Management) Regulations 1996

Record of Policy Review						
Version	Author	Council Adoption	Resolution	Reason for Review	Review Date	CEO Signature
01	Tricia Brown	29/08/24	021-24/25	New Policy	Aug 26	<i>Nelwin Ness.</i>